On Course

MPT&E merger to help "bring Sea Warrior to life"

By JO1 Teresa J. Frith, NAVPERSCOM Communications

Navy Personnel Command (NAVPERSCOM) Sailors learned how the July 1 merger between NAVPERSCOM and the Navy Education and Training Command will be another tool in the Chief of Naval Personnel's Sea Warrior for Life program during a series of town hall meetings with VADM Kevin Moran, Commander, Navy Education and Training Command/Deputy Chief of Naval Personnel.

"This is not just a merger, it is a new way of doing business," said Moran. "What this is all about is bringing Sea Warrior to life."

The Sea Warrior mission is to provide capable manpower for the force provider with the right competencies, at the right place, with the right motivation, at the right time, who will perform at the required level for both the individual and the team positions at the best value.

In order to do that, the Sea Warrior vision states that the Sea Warrior enterprise will have to do six things: build total force positional requirements linked to joint warfighting capabilities to produce personnel readiness; enable Sea Warriors to grow, develop, and contribute according to their individual abilities; create an environment where individuals have more influence over job selection, career path, and continuing education; integrate and optimize the Total Force production and delivery systems; create a culture where the cost of manpower is understood and factored into all decision making; and be an integrated learning enterprise that delivers competencies.

According to Moran, the key to accomplishing this begins with identifying, prioritizing and approving fleet requirements; developing the training needed to accomplish it and linking it all to fleet readiness. A job task analysis is planned for existing billets that list the necessary skill objects required for each. Skill objects consist of the knowledge, skills, abilities and tools needed to do a job.

This analysis is only in the beginning stages, and relies on other programs to make it work, such as the yet undeveloped Human Capital Database. The Human Capital Database will include information on every Sea Warrior in the Navy, including military, government employees and contractors. Information from it will be used to help form a "resume" to show a person's qualifications.

A Sailor's resume will come in part from his or her 5 Vector Model (5VM). The 5VM is a tool that shows career development

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BUPERS/NPC website makes improvements in response to customer feedback

by JO1 Teresa J. Frith,
NAVPERSCOM Communications

Six months after going live, the Bureau of Naval Personnel (BUPERS) website is now faster, better organized and more printer-friendly as it continues to take form through improvements made in response to customer feedback.

Over the past year the website, located at *http://www.npc.navy.mil*, underwent a major restructuring and consolidation process designed to ensure the most accurate, current and useful information is available to Sailors, civilians and their families.

"The old website contained over 19,000 pages of information," said Bridgette Decent, Navy Personnel Command Web Content Manager (WCMS) for the project. " We went through the information, removed any outdated or incorrect data, got rid of any redundancy and got it down to 7, 807 pages."

The homepage features seven main categories: boards, career information, officer assignments, enlisted assignments, support and services, organization, and a reference library. All seven have clickable drop-down menus that list additional information pertaining to that subject. One improvement made since January is that visitors can choose to navigate the website via five categories: Officers, Enlisted, Family and Retiree, Intranet and Public/Media. Each section lists a series of links within the website that pertain to subjects that have meaning for people in that category.

Decent added that feedback from customers is not taken lightly. "Feedback from our customers is very important to us," said Decent. "We get between 10-15 e-mails every day. We make it a point to individually answer each of them."

One of the biggest improvements made since the site went live was improving the download speed. After modifications, a page that used to take 13 seconds to load for someone using a 56K modem, now takes only four seconds. Another recent improvement made in response to customer feedback was to make the NAVADMIN and ALNAV messages more printer-friendly.

Visitors can also login using their Bupers On Line password if they want to view secure content such as the detailer's phonebook or access the local BUPERS intranet. Other modifications made in the last six months include getting the Google search engine working, and making some cosmetic changes in some of the fonts or colors to make text easier to read.

Visits to the website are steadily improving, with the Selection Boards and Advancements sites getting the most visits. Rounding out the top 10 were pages containing information on Job Application Selection System, the StayNAVY website, pay and benefits, military instructions and manuals, physical readiness, military records, uniform regulations, surface warfare officer section, and Navy Publications.

"Since January, website visitation has gone from 21,000 visits a month to over 200,000 per month," said Decent. "We predict that will grow even higher as people get used to the site and tell other people about it."

Decent stressed that the technical team isn't finished making modifications that will make things better for users. These will include enhancing the low bandwidth version to make it even faster loading for ships or personnel without a high-speed connection and improving the Google search engine to allow users to search specific areas such as messages or phonebooks, instead of just being able to search site-wide.

"If users see a need for any other type of improvements, they can contact us with their suggestions by sending e-mail to: BUPERS_WEBMASTER@navy.mil or clicking on the "e-mail the webmaster" link at the bottom of each page,"said Decent.

. . . *Sea Warrior (continued from front page)*

in the areas of professional, personal, leadership, certification and qualifications, and performance. These are compared with approved standards for that rating and allow the Sailor to track where they stand based on the stages of recruit, apprentice, journeyman and master. How fast a Sailor reaches each of these stages depends on personal abilities and goals, not necessarily his or her rank. For example, an E-5 who has a college degree would be higher in their personal development than an E-7 who has no college. Currently, only enlisted Sailors have a 5VM, but in the future, officers will have one as well. Sailors can access their 5VM via Navy Knowledge Online (NKO) at *http://www.nko.navy.mil.*

"Sea Warrior could make jobs available based on skills or a Sailor's resume," said Moran. "Rank or rating may not matter. We could be looking at a future where a Sailor gets a job based on abilities and skills. For example, if a billet calls for an officer with an MBA to fill a job, why can't I fill it with a chief instead, as long as they have the necessary skills and education?"

An important factor in the new resume will be education – both military and civilian. Currently, pilot programs are testing ways military training can be done quicker, and more efficiently, as well as take into consideration whether someone already has some of the necessary skills and could take only the training needed to qualify for the job they are applying for.

"This is a revolution in training," said Moran. "People will only do the training they need. It will be more personalized and save time, and money. It just makes more sense."

Some of this is already happening. According to Moran, about 30 percent of "A" and "C" school courses are now offered online. There are also self-paced courses for some ratings. Sailors can also take e-learning courses on a wide variety of subjects via NKO. Future Sailors may even get their training personalized so that they can get the qualifications needed to fill a specific billet.

These, and other revolutions in training will fast become the norm as the appropriate systems are put into place. "The timeframe for completing this depends on an IT solution," said Moran. "We need to build the appropriate databases and the IT systems have to be able to deliver the information. If we get this right, you won't recognize the Navy when it is done."

For more information on Sea Warrior, go to *http://www.seawarrior.navy.mil.*

New Career Handbook provides tools for planning Sailors' futures

by JO1 Teresa J. Frith,
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Sailors and their families have a new tool to assist them in making career decisions – the 2005 edition of the Career Handbook. The 27-page booklet puts information on Navy benefits and core career-enhancing programs at Sailors' fingertips in an easy-to-use format that is available both as an insert to the May issue of All Hands, and online on the NPC website at *http://www.npc.navy.mil/AboutUs/NPC/PublicAffairs/.*

"The Career Handbook is an adaptation of what used to be the Retention Handbook," said LT Selina Burford, Navy Personnel Command Communications Office, Millington, Tenn. "In concert with the Sea Warrior initiative, today's Sailors have much more control over their careers through programs such as JCMS, 5VM, and others. We wanted to give them another tool they could share with their families and use to make important career-enhancing decisions."

The handbook is broken down into seven areas: why the Navy is the employer of choice, enlisted personnel information, selection boards, officer information, education programs, career transition and retirement, and additional resources.

The first section compares Navy benefits like 30-days of paid vacation, medical care, etc. with similar policies in civilian jobs, and why the Navy comes out on top. It also explains how the military pay system works and lists websites where Sailors can go for more information.

The section on Enlisted Personnel Information gives detailed information on programs such as Perform to Serve (PTS), Guaranteed Assignment Retention Detailing Program (GUARD 2000), Selective Reenlistment Bonus (SRB) and many other current programs that may be a factor in a Sailor's career. It also includes information on overseas screening procedures, examples of what helps petty officers get promoted to chief petty officer, commissioning programs and other useful tidbits.

The Officer section highlights information on professional and graduate education, including the Naval War College and Joint Professional Military Education (JPME). It also has reference information on continuation and incentive pay for officers.

The education section gives information on programs such as Tuition Assistance (TA), Navy College, Montgomery GI Bill (MGIB) and the MGIB Booster and TA top-up.

The Career Transition and Retirement section explains Navy retirement benefits, as well as the option for non-retirees to join the Navy Reserve. It also gives information on programs such as Transition Assistance Management Program (TAMP), and the Thrift Savings Plan.

Last, but certainly not least, it lists resources that Sailors can go to for additional information on the items in the handbook, such as websites and specific regulations.

"The Handbook is a very useful tool for NCs, career counselors, and for chiefs or mentors to use in counseling sessions," said Burford.

Local NCs echoed this comment, and are already using the Handbook.

"This is some great information," said Navy Counselor Senior Chief Greg King, CNRC, Millington, Tenn. "Our field recruiters will put it to good use."

The Career Handbook was developed by the NPC Communications Office and the Naval Media Center.

"The Handbook is meant to target not only active duty Sailors, but also Navy Reservists and retirees," said Burford. "We intend to publish another edition for all our Navy 'Sea Warriors' again next Spring. We'd like to make this an annual tradition."

SRB approved for selected FTS ratings, NECs

by JO1 Teresa J. Frith,
NAVPERSCOM Communications

MILLINGTON, Tenn. (NNS) — Certain Full Time Support (FTS) personnel are now eligible to receive a Selective Reenlistment Bonus (SRB) for for fiscal year '05, according to NAVADMIN 100/05, released May 9.

Consistent with the Navy's Human Capital Strategy, retaining Sailors with critical skills remains a high priority. Newly-developed FTS Enlisted Community Management (ECM) tools have identified several FTS ratings and Navy Enlisted Classification codes (NEC) that warrant an SRB in order to maintain proper manning levels and promote desired force shaping.

The FTS SRB award plan will provide valuable incentives for critical FTS personnel in targeted skill sets to "stay Navy."

"In today's Navy, it is important to keep the right people in the right jobs," said

Chief of Naval Personnel Vice Adm. Gerald Hoewing. "Adding these ratings and new SRB award levels will help to accomplish this goal" he said. New FTS SRB award levels were effective immediately.

The FTS SRB award plan does not apply to FTS Canvasser Recruiters.

FTS SRB was previously awarded between September 1999 and January 2003, with nine ratings and four NECs affected. The new list doubles the amount of ratings to 14 and makes seven NECs eligible for an SRB.

There are three SRB zones: Zone A applies to Sailors with less than six years of service, Zone B includes sailors between six and 10 years of service, and Zone C includes Sailors with between 10 and 16 years of service.

Multiple options are available for Sailors interested in becoming eligible for an FTS SRB: conversion to an FTS SRB rating, acquisition of an SRB-related NEC,

conversion from Regular Navy (USN) status to FTS, or recall from the Selected Reserve (SELRES) to FTS. NAVADMIN 100/05 can be found at *http://www.npc.navy.mil/ReferenceLibrary/Messages/NAVADMINs/MessageDetails/100_05.htm*.

For the latest FTS SRB information, contact the Navy Personnel Command SRB Help Desk (PERS-4811F) at (901) 874-2526 (DSN 882-2526), or fax (901) 874-2623.

Please see these links for more information on the FTS community: *http://reserves.navy.mil/Public/Staff/WelcomeAboard/default.htm*, or *http://www.npc.navy.mil/Enlisted/CommunityManagers/FTS*.

For FTS Conversion or Recall information, visit *http://www.npc.navy.mil/CareerInfo/ReservePersonnelManagement/FTSEnlisted.*

Changes in SAVI instruction gives sexual assault victims more choices, confidentiality

by JO1 Teresa J. Frith,
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According to a study conducted by the National Victim Center in Arlington, Va., 78 women in the United States are raped every hour. Men, as well as women, can be victims of sexual assault.

Military members are also not immune to sexual assault. "Over 1,000 service members were sexual assault victims in 2002 and 2003, and it is one of the most under-reported crimes in America," said Steve Zahl, a senior policy analyst with Navy Personnel Command, Quality of Life Policy Division.

One of the most significant barriers to reporting is the victim's fear of punishment for his/her own associated conduct. Fear of embarrassment or harassment might also occur if their name is released during an official investigation, which can leave victims feeling more victimized, and less likely to report an attack.

In an effort to get more people to report these crimes, the Department of Defense has instituted changes in the reporting process that gives victims access to medical care, counseling and victim advocacy, without initiating the investigative process – unrestricted versus restricted reporting.

Unrestricted reporting allows the victim to choose to report an assault through current reporting channels, i.e., the chain of command, command sexual assault victim intervention representative, law enforcement, or installation sexual assault response coordinator (SARC), formerly called the Sexual Assault Victim Intervention program coordinator. It provides for a full official investigation and sets into motion procedures for involving the command and other entities.

In contrast, restricted reporting permits the victim to tell only specified individuals without triggering mandatory command notification or an official investigation. Alleged incidents are reported to the SARC, the responsible sexual assault victim advocate, a health care provider or a chaplain. If a victim discloses information to anyone besides these individuals, it may result in command notification and investigation. If the assault is disclosed to the command from an outside source (e.g. a local law enforcement agency), the command is also obligated to report the incident to Naval Criminal Investigative Services.

"The Department of Defense is committed to forming policy that will provide a confidential reporting process for sexual assault victims," said Dr. David Chu, Undersecretary of Defense for Personnel Readiness. "We want to create a different climate where our people feel comfortable coming forward. If you offer confidentiality, you increase the reporting rate."

In the past, if a victim elected not to report an assault, the commanding officer has no information that one occurred. With the new, restricted reporting, they will be informed of the assault, and provided as much information as possible without identifying the individuals. This will give a clearer picture of violent crimes in that area, while still protecting the confidentiality of the victim.

In both cases, health care providers will provide appropriate care and treatment, but in the case of restricted reporting, they would report the assault to the installation SARC, instead of law enforcement officials or the command. Confidentiality of medical information will be maintained regardless of which reporting method the victim chooses, but can be provided to a disability board for cases involving determination of fitness of duty.

When a victim files a restricted report, there are limited circumstances under which the information can be given to either the command or law enforcement. These include: written authorization by the victim; disclosure is necessary to prevent or lessen a serious/imminent threat to health or safety; disclosure is required for the supervision of direct victim services by the SARC, responsible victim advocate or health care provider; disclosure is required by federal or state statute or is ordered by military or civilian courts.

SARCs must now give victims information and clarification on both reporting methods. Victims will have to sign a statement that they understand that restricted reporting limits the protective actions that can be taken without command notification, and that it may hinder the government's ability to prosecute the alleged perpetrator.

"The Navy is fully committed to the well-being of sexual assault victims — to counsel them on what choices are available, and to ensure they are afforded the opportunity to be in control of the situation," Zahl said.

According to Zahl, the Navy understands the possible circumstances of this new reporting system. "DoD and Navy leadership recognize the potential impact of restricted reporting on investigations and the ability of the command to hold perpetrators accountable," he said. "These risks were carefully considered and were outweighed by the overall interests of providing sexual assault victims access to medical care and support. Despite these changes, neither the victim nor the assailant is immune to prosecution and disclosed information can be used in disciplinary proceedings."

Vice Adm. Gerald Hoewing, Chief of Naval Personnel, stated, "Sexual assault is a crime that seriously erodes mission readiness. These changes are necessary to improve our program and help achieve our goal of zero tolerance for sexual assaults, while providing maximum support, protection, and care for those Sailors and family members who are victims of sexual assault.

For more information and tools for preventing, reporting or responding to sexual assault cases, go to *http://www.ffsp.navy.mil/savi/html/savi.html* and *http://www.npc.navy.mil/commandsupport/communitysupportprogrampolicies.*

Not sure how to assist a customer from the fleet? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or email them at CSC_mailbox@navy.mil

JASS Career Management System Spiral 2.5 rollls out to the Fleet

By JOCS (SW) Katie Suich,
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MILLINGTON, Tenn (NNS) — Navy Personnel Command has released Spiral 2.5 of the JASS Career Management System (JCMS), which greatly improves the current capability and provides many system enhancements to fleet users. Based on the tremendous, positive Sailor feedback, Spiral 2.5 brings some fine-tuning and introduces different levels of access for participants, called roles. This additional functionality has been delivered to make available important information Sailors require to manage critical junctures in their career path.

"The continuous improvement of the JCMS is delivering Sea Warrior to the Fleet," said Vice Admiral Gerald L. Hoewing, Chief of Naval Personnel. "This and other Sea Warrior initiatives are providing the power of choice directly to our Sailors and putting them in the drivers' seat of their careers," he said.

"This Sea Warrior personnel distribution system has been tweaked to make it easier to use," explained Master Chief Operations Specialist (SW/AW) Pat Lumley, Navy Personnel Command (NPC), PERS-4 senior enlisted advisor and the JCMS team lead. "We talk to Sailors, have Sailors test the process and then make adjustments," he said. "The first noticeable change is the role tab that is displayed at the top of the page. This provides users access to multiple roles and the ability to navigate back and forth between roles without having to log out of the system," he said.

For example, a Career Counselor that is also designated as having the 'Command Role' can navigate between roles. Each role has distinct functionality pertinent to the user. There are four roles, Sailor, Career Counselor, Detailer and Command. The Sailor Personnel Detail page has added new fields, including PTS (Perform to Serve) Status, PTS Rack Date, Security Clearance Eligibility and date completed, Security Clearance Access, Security Clearance Review Date, Exceptional Family Member classification and update or review date.

"Giving Sailors easy access to this information gives them the control to make sure that their records are accurate," continued Lumley. "It is critical for Sailors to ensure any reviews and updates are completed before they negotiate for orders to ensure a smooth transition and their maximum eligibility for qualifying for jobs."

Detailers have a new functionality called Alerts and Notifications. Similar to the "Instant Messaging" concept, detailers have the capability to send instant Alerts and Notifications to help advise Sailors of information that requires an update or review prior to entering the negotiating window. Alerts are system-generated, while notifications are generated manually.

Detailers also have the capability to create custom Alerts/Notifications that are unique to the specific rating or community. It is important that Sailors take action upon receiving Alerts/Notifications prior to entering and while in the negotiating window.

Sailors can go under the "User Profile tab" and select to receive alerts and notifications from the JCMS system and their detailer via E-mail and Web (JCMS). This is an important function, as junior Sailors have better access to email than the Internet on a daily basis. It is also important for Sailors to receive Alerts/Notifications when entering JCMS for the first time to re-cap or highlight pending Alerts/Notifications that still require action. A list of Alerts/Notifications and examples are available on the JCMS Talking Points/FAQ sheet and JCMS Capabilities Brief that are available on the Navy Knowledge Online and NPC Web sites.

If a data field display shows the text "EXPIRED" Sailors should take immediate action to correct the situation. The term "EXPIRED" means that the update or review data is past due. Either the review was never completed or the update was not properly entered to reflect the current status.

The job search page has a new column called "Rack Avail." This is a new information column designed to aid female Sailors' decision process when applying for a billet. An "*" symbol will appear in the column if an open rack (E-7 and above or E-6 and below) is available on board a Woman In Ships (WIS)-capable unit. Naval Personnel Command's Woman In Ships Coordinators set the indicators that are displayed. Women may also search by rack availability by checking the new box "Female Rack Availability" for a return of all commands that currently display an open rack.

The Sailor homepage now displays the detailer contact information at the top of the page, giving the Sailor ready access to contact his or her detailer.

The duty preference form has expanded to (2) pages to incorporate additional data fields.

New data fields include links to the NEC Manual and Catalogue of Navy Training Courses (CANTRAC). It is important for Sailors to be able to access and research this data when filling out their duty preference form. Career intentions and deployment codes are additional data fields added that allow the Sailor to indicate intentions and provide the Detailer with their deployment history. In the Command role, a new column (number of applicants) under the Personnel Summary Tab was added to provide the command representative with a historical snapshot of a Sailor's application history throughout the negotiating window, as of May 2005.

Commands may also go into the system and link their UIC to their command's Web page. This allows Sailors, when looking for their next job, to find out about the command right from JCMS. As in days past when "Put in for my Command" was the first item read in "LINK-Perspective" magazine, commands have the capability to electronically display their eye-catching Web sites and vie for Sailors' attention and convince them to put in for their command. JCMS, along with the 5 vector model (now Spiral 11), are two of the primary tools that today's Sailors can utilize to successfully manage their careers. Other spirals of JCMS in development will be rolled out to the fleet in the months ahead, as the Sea Warrior journey continues.

Today's Sea Warrior, armed with these tools, can sit down with his or her family at